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ABSTRACT

This report presents minority population and minority teacher and student data for Kentucky. The data reveal that while Kentucky has a minority population of approximately 8 percent, in 1990-1991 more than one-half of the school districts in the state had 1 percent or less nonwhite professional staff. The report includes five recommendations to increase the pool of minority teachers in the state: employ a coordinator and support staff for state teacher recruitment and minority coordination; offer alternative certification programs to attract individuals from other career areas into the teaching profession; identify and support minority students with college potential; review teacher certification test data for impact on minority groups; and provide funds to local school districts for scholarships for minorities. Projected cost of funding each of these recommendations is included. Statistical data are presented on application, admission, and reason for admission denials (by ethnic group) to Kentucky teacher education programs. (IAH)

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MINORITY TEACHERS in the COMMONWEALTH of Kentucky

A Report to the 1992 Kentucky General Assembly

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Minority Teachers
in the
Commonwealth of Kentucky

A REPORT TO THE
1992 KENTUCKY GENERAL ASSEMBLY

from the

Education Professional Standards Board

JANUARY 1992

Kentucky Education Professional Standards Board

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Preface

The Education Professional Standards Board adopted the Report on Minority Teachers in the Commonwealth of Kentucky at the October 3, 1991 regular meeting. The Licensure, Certification, and Revocation Committee of the Board provided policy guidance for the development of this document. Jim Young serves as chair of the Committee; members include Bess Marshall, Rosa Middleton, and Linda Twyman. Kentucky Department of Education staff who prepared this document are Dianne Worthy, Traci Bliss, Clara DeMoss, Terri Eversole, Terry Hibpshman, and Wendell McCourt.

Executive Summary

The Kentucky Education Reform Act requires the Education Professional Standards Board to submit a report on the declining pool of minority teachers in the state to the 1992 General Assembly. This report, adopted by the Education Professional Standards Board on October 6, 1991, presents minority population data and minority teacher and student data in the Commonwealth. The alarming statistics show that in 1990-91, seventy-eight of the total 177 school districts in Kentucky had no (0) non-white professional certified staff. An additional twenty-two school districts had only 1% or less non-white professional staff.

To increase the pool of minority teachers in the Commonwealth, the report of the Education Professional Standards Board presents five recommendations to the General Assembly:

1. Employ a coordinator and support staff for state teacher recruitment and minority coordination.

2. Offer alternative certification programs in Kentucky as a vehicle for attracting into the teaching profession individuals from other careers with strong backgrounds in the subject areas to be taught.

3. Identify and support minority students with college potential.

4. Review teacher certification test data for impact on minority groups.

5. Provide funds to local school districts for scholarships to minorities.

Introduction

An exemplary feature of the Kentucky Education Reform Act (KERA) of 1990 is its recognition of the importance of multicultural experiences for an educated citizenry in a pluralistic society. Members of the General Assembly acknowledged the importance of providing a diverse teaching force in the following KERA requirement:

> KRS 161.028 (1) (d)
>
> The board [Education Professional Standards Board] shall study the problem of the declining pool of minority teachers in the Commonwealth and submit recommendations for increasing the number of minority teachers to the 1992 regular session of the General Assembly.

This report is submitted by the Education Professional Standards Board (EPSB) in response to the legislative request for a report on minority teachers in the Commonwealth.

The Nation

Projections for the year 2000 concerning the racial composition of the teaching profession in America are alarming. Demographic trends suggest that the national percentage of minority teachers will be only 5% (Villegas, 1991) by the beginning of the twenty-first century. This predicted figure represents a significant decline from the actual 12.5% reported by Rudner in 1980 (cited in Justiz and Kameen, 1988).

In a recent Educational Testing Service publication (Villegas, 1991), data revealed that ethnic minorities account for 20% of the current school-age population in our nation. It is predicted in that same report that by the year 2000, approximately 40% of America's school-age children will be ethnic minorities. Yet, the teaching force during this same period is expected to become increasingly homogeneous.

The Commonwealth of Kentucky

Population

Approximately 8% of the total population in the Commonwealth of Kentucky are members of minority racial groups according to the 1990 United States census report. Compared to other states, this statewide figure is quite low. When the percentage by county is examined, one finds a distinct clustering of minorities in some counties with other counties having only a fraction of the population composed of racial minorities. (See Appendix A.)

Using 1990 United States census figures, Table I was constructed to determine the counties in Kentucky having a minority population percentage equal to or greater than 4.1. (The 4.1% was used as a benchmark because the state percentage of minority professional certified staff in education for 1990-91 was 4.1.) Only forty-four of the 120 counties in Kentucky have minority percentages greater than 4.1. Christian County reports the largest minority percentage at 28.25. The Fulton County proportion of 18.99 is the second largest, and Jefferson County is third largest at 18.13%.

TABLE I

1990 Kentucky County Minority Population Percentages ≥ 4.1

County	Percent	County	Percent
Christian	28.25	Hart	7.45
Fulton	18.99	Hopkins	7.11
Jefferson	18.13	Lyon	7.11
Union	16.04	Woodford	7.00
Fayette	15.49	Scott	6.98
Hardin	14.93	Nelson	6.49
Meade	12.48	Caldwell	6.17
Trigg	12.19	Webster	6.13
Simpson	11.43	Clark	5.96
Todd	11.40	Madison	5.92
McCracken	10.63	Taylor	5.34
Shelby	10.50	Barren	5.27
Boyle	9.97	Mercer	4.86
Warren	9.27	Graves	4.81
Hickman	9.25	Cumberland	4.78
Washington	9.18	Daviess	4.61
Marion	9.17	LaRue	4.53
Bourbon	9.00	Montgomery	4.47
Logan	8.94	Muhlenberg	4.44
Franklin	8.34	Henry	4.43
Mason	7.86	Oldham	4.34
Henderson	7.64	Garrard	4.15

State 7.96

Of more importance for purposes of this document is the number of counties in the Commonwealth having minority populations less than 4.1% as determined by Appendix A. Seventy-six of the 120 counties are in this category. Thirty-seven counties have total minority populations less than 1.00% according to the 1990 census figures. The 1990 state minority population percentage was 7.96.

Table II gives the percentages of minority professional certified staff by congressional district for a three-year period: 1988-89 to 1990-91. Professional certified staff includes teachers, administrators, and other staff such as school support personnel. According to these data, Congressional District 3 has a much larger percentage of minority professional certified staff for each of the three years: 16.3%, 16.2%, and 16.1%. District 7 has the smallest percentages each year at .3%, .3%, and .4%.

The state minority percentages in Table II of 4.1 (1990-91), 4.2 (1989-90), and 4.3 (1988-89) show a decline of one-tenth percent each of the three years. While this annual decrease may not be statistically significant, it does indicate that the minority teaching population in Kentucky is not increasing.

TABLE II

Kentucky Professional Certified Staff

Congressional District	1990-91 Total Staff	1990-91 Total Minority	1990-91 Percent Minority	1989-90 Total Staff	1989-90 Total Minority	1989-90 Percent Minority
1	5,946	162	2.7	5,821	165	2.8
2	6,204	159	2.6	6,014	166	2.8
3	6,183	1,007	16.3	6,196	1,002	16.2
4	4,381	43	1.0	4,281	46	1.1
5	7,016	58	.8	6,770	54	.8
6	6,315	323	5.1	6,197	317	5.1
7	6,800	18	.3	6,579	22	.3
State	42,845	1,770	4.1	41,858	1,772	4.2

Congressional District	1988-89 Total Staff	1988-89 Total Minority	1988-89 Percent Minority
1	5,781	170	2.9
2	5,985	167	2.8
3	6,191	996	16.1
4	4,193	53	1.3
5	6,733	58	.9
6	6,142	329	5.4
7	6,605	28	.4
State	41,630	1,801	4.3

Table III gives Kentucky school districts that have a non-white professional certified staff percentage greater than or equal to the 1990-91 state percentage of 4.1. This table includes percentages for the three-year period reported in previous tables. Jefferson County has the largest non-white percentages at 16.3%, 16.2%, and 16.2%; Bowling Green Independent has the second largest at 12.6%, 13.0%, and 13.0%.

TABLE III

Kentucky Non-White Professional Certified Staff Percentages ≥ 4.1

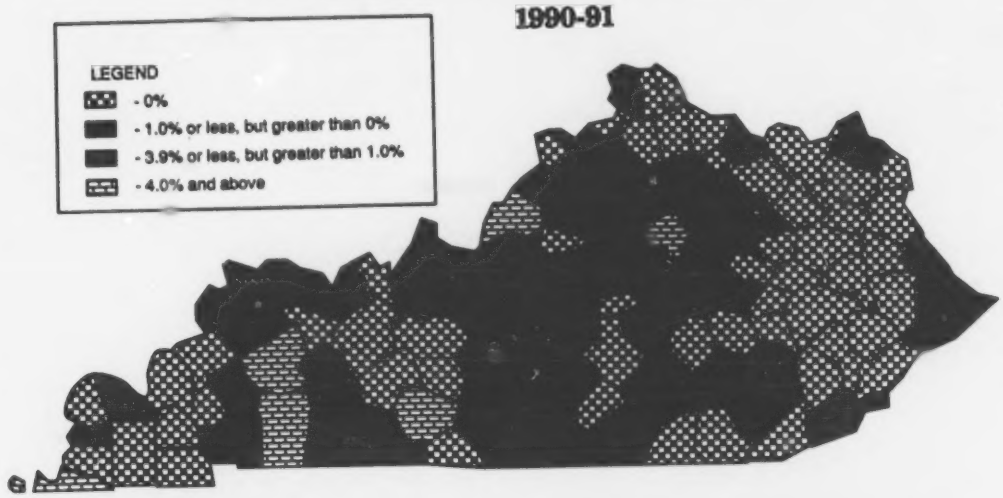
District	1990-91 Percent	1989-90 Percent	1988-89 Percent
Anchorage Ind.	8.1	2.9	3.1
Bardstown Ind.	3.8	4.8	3.7
Bowling Green Ind.	12.6	13.0	13.0
Campbellsville Ind.	4.1	4.2	4.3
Christian Co.	8.7	9.3	9.3
Covington Ind.	3.4	4.0	4.4
Danville Ind.	6.3	6.1	6.2
Elizabethtown Ind.	6.1	6.1	6.1
Eminence Ind.	4.8	5.1	7.7
Erlanger-Elsmere Ind.	3.7	4.4	5.6
Fayette Co.	10.6	10.4	10.6
Frankfort Ind.	4.3	2.9	2.9
Fulton Co.	7.4	5.8	5.7
Fulton Ind.	6.4	6.4	6.5
Green Co.	2.4	2.5	4.1
Hopkins Co.	4.8	4.7	4.6
Jefferson Co.	16.3	16.2	16.2
Maysville Ind.	n/a	5.3	5.4
Owensboro Ind.	3.3	4.2	4.5
Paducah Ind.	9.5	10.7	11.2
Providence Ind.	4.4	4.8	4.8
Russellville Ind.	3.6	4.5	4.6
Simpson Co.	3.6	5.7	5.9
Warren Co.	4.3	4.2	4.3
West Point Ind.	0.0	0.0	5.0
State	**4.1**	**4.2**	**4.3**

Non-white professional certified staff and student percentages for a three-year period for all Kentucky school districts are displayed alphabetically in Appendix B. Actual numbers for 1990-91 are given in Appendix C. Appendix D provides the non-white certified staff data in rank order of percentages. According to this information, of the total 177 school districts in Kentucky, seventy-eight had no (0) non-white professional certified staff in 1990-91. If one examines Appendix D to determine the number of school districts having a non-white staff equal to or less than 1%, the number increases to 100. The maps which follow provide a graphic representation of the certified staff percentages by school district for 1990-91. The first map shows the county school districts and the second map shows independent school districts.

In a state that will prepare its students for life in a global society, this lack of exposure to teachers from diverse racial backgrounds in so many of its school districts poses a serious problem. In terms of preparing students for the projected multi-ethnic population of the year 2000, the challenge is formidable.

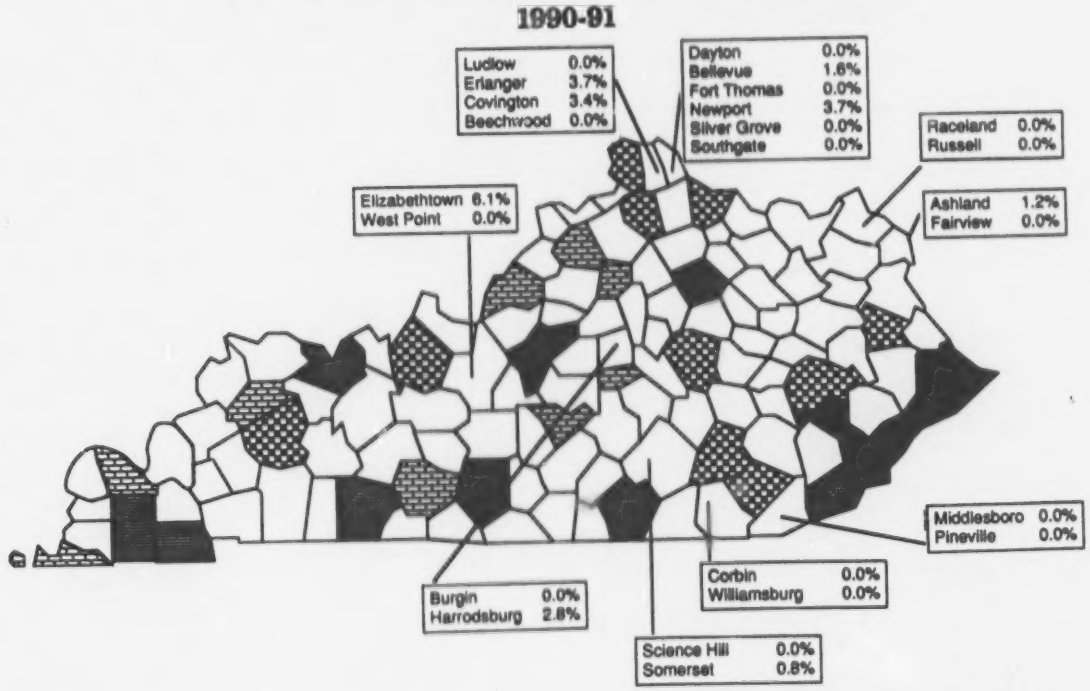
KENTUCKY COUNTY SCHOOL DISTRICTS
NON-WHITE PROFESSIONAL CERTIFIED STAFF

1990-91



KENTUCKY INDEPENDENT SCHOOL DISTRICTS
NON-WHITE PROFESSIONAL CERTIFIED STAFF

1990-91



Students

In contrast with Table II, which gives certified staff numbers, Table IV provides state non-white student percentages by congressional district for the same three-year period. These figures indicate an increase of one-tenth percent from 1988-89 to 1989-90 and an additional two-tenths percent increase from 1989-90 to 1990-91 resulting in a three-tenths percent total increase in non-white students from 1988-89 to 1990-91. The non-white student data by congressional district in Table IV in terms of rank order are consistent with the professional certified staff data discussed earlier in this report: District 3 the largest (32.1%) and District 7 the smallest (1.3%).

TABLE IV

Kentucky Students

Congressional District	1990-91 Total Staff	1990-91 Total Minority	1990-91 Percent Minority	1989-90 Total Staff	1989-90 Total Minority	1989-90 Percent Minority
1	88,573	9,956	11.2	89,155	9,869	11.1
2	93,310	7,345	7.9	93,143	7,334	7.9
3	91,852	29,513	32.1	91,744	28,638	31.2
4	65,077	2,014	3.1	63,998	1,944	3.0
5	101,074	2,031	2.0	101,763	2,076	2.0
6	90,486	12,210	13.5	89,638	11,848	13.2
7	99,719	1,275	1.3	101,247	1,375	1.4
State	630,091	64,344	10.2	630,688	63,084	10.0

Congressional District	1988-89 Total Staff	1988-89 Total Minority	1988-89 Percent Minority
1	90,433	9,845	10.9
2	94,046	7,315	7.8
3	92,689	28,854	31.1
4	63,596	1,913	3.0
5	103,124	2,103	2.0
6	90,114	11,709	13.0
7	103,900	1,290	1.2
State	637,902	63,029	9.9

Review of the non-white student population in Kentucky in Appendices B and E reveals a distinct grouping of non-white students. For the 1990-91 academic year, ten of 177 school districts had no (0) non-white students. In 1990-91, only thirty-four of 177 school districts reported non-white student populations equal to or higher than the state percentage for that year of 10.2%. Paducah Independent School District had the largest percentage (41.6%), followed by Christian County (35.4%), with Jefferson County having the third largest non-white percentage (32.2%). One hundred forty-three districts had non-white student percentages less than the state percentage of 10.2% for that year. (See Table V.)

TABLE V

Kentucky Non-White Student Percentages ≥ 10.2

District	1990-91 Percent	1989-90 Percent	1988-89 Percent
Bardstown Ind.	25.6	24.7	23.4
Bowling Green Ind.	23.5	23.3	22.5
Campbellsville Ind.	13.1	13.1	14.2
Caverna Ind.	14.1	15.5	14.1
Christian Co.	35.4	34.8	34.6
Covington Ind.	15.5	15.0	15.0
Danville Ind.	25.7	25.5	26.1
Elizabethtown Ind.	16.1	15.6	13.5
Eminence Ind.	15.2	15.3	15.7
Fayette Co.	24.5	24.4	23.9
Frankfort Ind.	22.9	22.9	21.9
Fulton Co.	31.7	31.6	31.0
Fulton Ind.	30.6	28.8	25.7
Glasgow Ind.	12.2	12.5	11.5
Hardin Co.	14.2	14.2	14.0
Harrodsburg Ind.	16.1	17.0	16.9
Hazard Ind.	10.2	10.5	9.8
Hickman Co.	12.4	12.0	12.2
Hopkins Co.	10.3	9.9	9.7
Jefferson Co.	32.2	31.3	31.2
Marion Co.	10.0	9.8	10.9
Mason Co.	11.2	4.7	4.6
Mayfield Ind.	21.7	21.5	21.7
Maysville Ind.	n/a	36.5	33.6
Murray Ind.	10.9	12.3	11.9
Owensboro Ind.	18.0	16.8	17.5
Paducah Ind.	41.6	40.4	39.3
Paris Ind.	25.5	26.7	25.7
Providence Ind.	26.0	26.9	7.8
Russellville Ind.	23.1	24.7	22.6
Shelby Co.	11.6	11.9	11.2
Simpson Co.	15.2	14.6	14.6
Todd Co.	14.8	15.5	16.7
Trigg Co.	16.3	17.0	18.1
Union Co.	11.9	11.8	11.3
Washington Co.	12.9	13.0	12.9
State	10.2	10.0	9.9

Potential Pool of Minority Teachers

According to Kentucky Department of Education records, approximately 20% of initial teaching certificates each year are issued to out-of-state candidates. In some states, such as California and Florida, the proportion of out-of-state candidates initially certified each year is significantly higher than those issued to in-state candidates. Other states, such as South Carolina, process an equal number of in-state and out-of-state initial certificates annually. Out-of-state candidates represent a potential pool of minority teachers for Kentucky.

Another target area for teacher recruitment in the Commonwealth would be the institutions of higher education located in Kentucky. To determine the potential pool of minority candidates currently enrolled in those institutions located in Kentucky, enrollment data were obtained from the Kentucky Council on Higher Education. Headcount enrollment numbers for both resident and non-resident black students were used in the calculations.

The total black undergraduate enrollment in the Commonwealth is 9,357 which represents 6.13% of the total undergraduate enrollment (residents and non-residents). (See Table VI.) The largest number of black undergraduates are enrolled in state-supported universities.

TABLE VI

Kentucky Undergraduate Enrollment
Fall 1990

Institution	Total Undergraduate Enrollment	Total Black Undergraduate Enrollment	Percent Black Undergraduate Enrollment
STATE-SUPPORTED			
universities	88,903	5,855	6.59
community colleges	40,758	2,350	5.77
Total	129,661	8,205	6.33
INDEPENDENT			
senior	19,819	767	3.87
junior	1,126	55	4.88
other independent	2,145	330	15.38
Total	23,090	1,152	4.99
State	**152,751**	**9,357**	**6.13**

Black students compose 6.59% of the undergraduate enrollment in state-supported universities. (See Table VII.) Kentucky State University has the largest black undergraduate student enrollment percentage at 45.24%. Northern Kentucky University reports the smallest black undergraduate enrollment at 1.28%.

TABLE VII

Kentucky State-Supported Universities
Undergraduate Enrollment
Fall 1990

Institution	Total Undergraduate Enrollment	Total Black Undergraduate Enrollment	Percent Black Undergraduate Enrollment
Eastern Kentucky University	13,623	799	5.87
Kentucky State University	2,425	1,097	45.24
Morehead State Uniiversity	7,098	283	3.99
Murray State University	6,959	296	4.25
Northern Kentucky University	10,201	131	1.28
University of Kentucky	17,133	651	3.80
University of Louisville	18,333	1,883	10.27
Western Kentucky University	13,131	715	5.45
State	88,903	5,855	6.59

The proportion of the total minority population in these areas may be compared to the proportionate black enrollment. Morehead State University has a minority percentage of 3.99 while Congressional District 7, in which it is located, has a minority percentage of 1.2. Comparatively, the University of Louisville has a much larger minority percentage of 10.27; but Congressional District 3, in which it is located, has a 31.1% minority population. Approximately 45% of the undergraduate enrollment at Kentucky State University is black; yet, it is located in a congressional district with a 13.0 minority percentage. The two state-supported schools nearest Christian County which has a minority percentage of 35.4 are Western Kentucky University with a 5.45 minority percentage and Murray State University with a 4.25 minority percentage.

Independent senior colleges report 767 black undergraduate students and independent junior colleges report a total of 55 black undergraduates. (See Tables VIII and IX.)

TABLE VIII

Kentucky Independent Senior Colleges
Undergraduate Enrollment
Fall 1990

Institution	Total Undergraduate Enrollment	Total Black Undergraduate Enrollment	Percent Black Undergraduate Enrollment
Alice Lloyd	548	2	.36
Asbury	1,053	14	1.33
Bellarmine	3,281	51	1.55
Berea	1,550	160	10.32
Brescia	756	12	1.59
Campbellsville	857	59	6.88
Centre	879	15	1.71
Cumberland	1,712	105	6.13
Georgetown	1,188	23	1.94
Kentucky Christian	518	2	.39
Kentucky Wesleyan	707	29	4.10
Lindsey Wilson	1,327	78	5.88
Midway	556	14	2.52
Pikeville	972	9	.93
Spalding	735	78	10.61
Thomas More	1,297	46	3.55
Transylvania	1,091	23	2.11
Union	792	47	5.93
State	19,819	767	3.87

TABLE IX

Kentucky Independent Junior Colleges
Undergraduate Enrollment
Fall 1990

Institution	Total Undergraduate Enrollment	Total Black Undergraduate Enrollment	Percent Black Undergraduate Enrollment
Lees College	352	14	3.98
St. Catharine College	257	26	10.12
Sue Bennett College	517	15	2.90
State	**1,126**	**55**	**4.88**

In many states, community colleges have large numbers of minorities. This is not true in Kentucky. The state percentage of black undergraduate student enrollment at the fourteen community colleges in Kentucky for the Fall 1990 semester was 5.77 as reported in Table X. Jefferson Community College had the largest number of black students (1,230) as well as the largest percentage (12.01) of the total college enrollment. Only two other community colleges had percentages higher than the state percentage: Hopkinsville and Elizabethtown with 11.98% and 6.78% respectively.

TABLE X

Kentucky State-Supported Community Colleges
Undergraduate Enrollment
Fall 1990

Institution	Total Undergraduate Enrollment	Total Black Undergraduate Enrollment	Percent Black Undergraduate Enrollment
Ashland	3,061	20	.65
Elizabethtown	3,364	228	6.78
Hazard	1,318	23	1.75
Henderson	1,371	61	4.45
Hopkinsville	1,828	219	11.98
Jefferson	10,240	1,230	12.01
Lexington	4,588	222	4.84
Madisonville	2,136	101	4.73
Maysville	1,043	17	1.63
Owensboro	2,415	60	2.48
Paducah	2,796	102	3.65
Prestonsburg	2,446	14	.57
Somerset	2,087	9	.43
Southeast	2,065	44	2.13
State	**40,758**	**2,350**	**5.77**

The American Association of Colleges for Teacher Education (AACTE) conducted a national survey in 1989 to determine teacher education enrollment by race and ethnicity. According to these data in Tables XI and XII, postsecondary minority enrollment increased in all southeastern states between the Fall semester of 1986 and the Fall semester of 1988. Kentucky showed an increase in total teacher education student enrollment during this period from 144,560 students to 159,868. However, in terms of minority student enrollment in teacher education, the institutions in the Commonwealth reported a minor decrease in percentage of total enrollment from 1986 to 1988. The percentage minority enrollment in 1986 was 7.2, but in 1988 it was 6.8%. It should be noted that in both 1986 and 1988 there were no teacher education students enrolled in Kentucky who were of the Hispanic, Asian, or Native American races according to these data.

TABLE XI

Southeast Region Enrollment in Postsecondary Institutions by State and Race/Ethnicity Fall 1986

State	N	Percent White	Percent Black	Percent Hispanic	Percent Asian	Percent Native	Percent Other
Alabama	216,060	76.4	20.1	0.0	0.0	0.0	1.9
Arkansas	79,182	83.1	13.3	0.0	0.0	0.0	2.1
Florida	483,958	75.8	9.4	10.0	1.5	0.0	3.0
Georgia	195,124	77.4	17.6	0.0	1.2	0.0	2.7
Kentucky	144,560	91.7	6.1	0.0	0.0	0.0	1.1
Louisiana	171,332	69.6	23.0	1.9	1.4	0.0	3.8
Mississippi	101,104	68.5	28.5	0.0	0.0	0.0	1.8
N. Carolina	322,980	78.4	17.8	0.0	1.0	0.0	1.5
S. Carolina	134,115	77.4	19.3	0.0	0.0	0.0	1.7
Tennessee	197,071	82.5	14.0	0.0	0.0	0.0	2.2
Virginia	308,318	81.1	13.5	1.1	2.5	0.0	1.6
W. Virginia	76,781	93.6	3.7	0.0	0.0	0.0	1.5

Source: Trends in Racial/Ethnic Enrollment in Higher Education: Fall 1976-Fall 1986 (1988) U.S. Department of Education, OERI: Washington, D.C.

**Percentages may not total 100 percent due to rounding*

TABLE XII

Southeast Region Enrollment in Postsecondary Institutions by State and Race/Ethnicity Fall 1988

State	N	Percent White	Percent Black	Percent Hispanic	Percent Asian	Percent Native	Percent Other	Percent Change from 1986
Alabama	226,167	77.6	19.2	0.0	1.0	0.0	1.7	+4.7
Arkansas	84,550	83.0	13.4	0.0	0.0	0.0	2.0	+6.8
Florida	515,590	75.0	9.4	10.6	1.8	0.0	3.0	+6.5
Georgia	230,762	76.4	18.6	1.0	1.4	0.0	2.4	+18.3
Kentucky	159,868	91.8	5.8	0.0	0.0	0.0	1.0	+10.6
Louisiana	176,031	70.1	23.4	2.0	1.4	0.0	3.0	+2.7
Mississippi	112,872	70.4	27.0	0.0	0.0	0.0	1.6	+11.6
N.Carolina	332,521	78.4	17.5	0.0	1.3	0.0	1.3	+3.0
S.Carolina	147,757	77.1	19.8	0.0	0.0	0.0	1.5	+10.2
Tennessee	206,406	82.6	13.8	0.0	2.8	0.0	2.0	+4.7
Virginia	321,216	80.2	13.7	1.2	2.8	0.0	1.8	+4.2
W.Virginia	80,379	93.5	3.6	0.0	0.0	0.0	1.7	+4.7

Source: Trends in Racial/Ethnic Enrollment in Higher Education: Fall 1978-Fall 1988 (1990) U.S. Department of Education, OERI: Washington, D.C.

**Percentages may not total 100 percent due to rounding*

Dr. Ken Carter, chair of the Kentucky Association of Colleges for Teacher Education (1990-91), has examined Kentucky minority student enrollment in teacher education for a number of years. According to 1989-90 data, only 2% of the applicants to teacher education programs in Kentucky colleges and universities were black. The total number of students admitted unconditionally that year to the twenty-five Kentucky colleges and universities with teacher education programs was 2,650 of which 36 (1.4%) were black. (See Tables XIII and XIV.)

TABLE XIII

Kentucky Teacher Education Applicants By Ethnic Group 1989-90

Category	Total Applicants	Percent	No. Admitted Unconditionally
Non-resident alien	5	0	2
Black, Not Hispanic	64	2	36
Asian/Pacific Island	2	0	2
Hispanic	5	0	4
White, Not Hispanic	3,043	85	2,297
Unknown	478	13	309
Total	**3,597**	**100**	**2,650**

TABLE XIV

Kentucky Teacher Education Admission Status By Ethnic Group 1989-90

Category	No. Admitted Unconditionally	Percent
Non-resident alien	2	0.00
Black, Not Hispanic	36	1.40
Asian/Pacific Island	2	0.00
Hispanic	4	0.15
White, Not Hispanic	2,297	86.70
Unknown	309	11.70
Total	**2,650**	

One area studied by Dr. Carter has been the basis for denying minority candidates admission to teacher education programs. His findings are found in Table XV. For the four-year period of 1985-1990, ninety-one instances of failure of the Comprehensive Tests of Basic Skills (CTBS) were reported. The pencil-and-paper CTBS measures student knowledge in reading, language, spelling, and mathematics. Students who do not attain passing scores on the CTBS may not continue the admissions process; hence, the large number of incomplete applications for minority candidates may reflect students who failed the CTBS. A grade point average (GPA) of 2.5 in general studies is required for admission to teacher education programs. Twenty-six percent of the reasons for denial in 1990 were due to low GPA. In interpreting these data, one individual may be recorded in more than one category if multiple reasons were cited for denying admission to the individual.

TABLE XV

Kentucky Teacher Education Minority Student Admission Denials

	1990		1985-1990	
Reason	N	Percent	N	Percent
Low GPA	10	26	49	21
CTBS Failure	14	37	91	40
Communication Exam Failure	0	0	8	4
Interview Failure	0	0	4	2
Incomplete Application	14	37	64	28
Other Reasons	0	0	12	5

Recommendations for Minority Recruitment

Employ a coordinator and support staff for state teacher recruitment and minority coordination in the Kentucky Department of Education to develop and implement a collaborative plan involving community organizations, business, public schools, colleges and universities. The plan should include programs for elementary and secondary guidance counselors, an advertising campaign, scholarships, grants, forgiveness loans, and identification and support of paraprofessionals interested in teaching as a career. The coordinator should provide reports to the Education Professional Standards Board. In cooperation with the coordinator, the appropriate office should have oversight of funds for scholarships and loans given to minority students. The majority of the funding will be used for support staff at each of the eight regional universities to ensure articulation with community colleges and proper advising of students.

NECESSARY FUNDING - Coordinator $ 50,000
- Support Staff $350,000

Offer alternative certification programs in Kentucky as a vehicle for attracting into the teaching profession individuals from other careers with strong backgrounds in the subject areas to be taught. This process of increasing access to the profession without lowering standards can bring important new talent into the classroom including members of minority groups. Small grants to school districts can help catalyze the development of alternative certification programs and build strong linkages with higher education institutions.

NECESSARY FUNDING - $200,000

Identify and support minority students with college potential. Kentucky teacher educators frequently point out that in order to increase the number of teachers, the number of minority undergraduates must be substantially increased. Programs that identify students from under-represented groups having college potential should be provided. These are generally students with a "C" or low "C" average. These students are then put in honors classes and given considerable support from tutors. Where such programs exist, they have been quite successful in college matriculation rates.

NECESSARY FUNDING - $140,000

Review teacher certification test data for impact on minority groups. Test items should be examined also for cultural/linguistic bias. The number of minority teachers could be expanded by providing more direct support and assistance to minority undergraduates interested in education careers.

NECESSARY FUNDING - $15,000

Provide funds to local school districts for scholarships to help minorities interested in teaching areas identified by the district as need areas. These funds could be in the form of scholarships or loans for traditional teacher preparation programs or for alternative certification programs.

NECESSARY FUNDING - $1,000,000

Appendices

APPENDIX A

1990 Kentucky County Minority Population Percentages ≥ 4.1

County	Percent	County	Percent	County	Percent
Adair	3.30	Hickman	9.25	Scott	6.98
Allen	1.33	Hopkins	7.11	Shelby	10.50
Anderson	3.31	Jackson	.17	Simpson	11.43
Ballard	3.34	Jefferson	18.13	Spencer	1.91
Barren	5.27	Jessamine	4.04	Taylor	5.34
Bath	3.09	Johnson	.58	Todd	11.40
Bell	2.97	Kenton	3.65	Trigg	12.19
Boone	1.52	Knott	.82	Trimble	.44
Bourbon	9.00	Knox	1.38	Union	16.04
Boyd	2.54	LaRue	4.53	Warren	9.27
Boyle	9.97	Laurel	1.08	Washington	9.18
Bracken	.72	Lawrence	.51	Wayne	2.12
Breathitt	.42	Lee	.44	Webster	6.13
Breckinridge	3.92	Leslie	.23	Whitley	.99
Bullitt	.87	Letcher	.97	Wolfe	.26
Butler	.79	Lewis	.41	Woodford	7.00
Caldwell	6.17	Lincoln	3.49		
Calloway	3.83	Livingston	.43	State	7.96
Campbell	1.53	Logan	8.94		
Carlisle	1.41	Lyon	7.11		
Carroll	2.53	Madison	5.92		
Carter	.29	Magoffin	.21		
Casey	.75	Marion	9.17		
Christian	28.25	Marshall	.44		
Clark	5.95	Martin	.22		
Clay	1.92	Mason	7.86		
Clinton	.19	McCracken	10.63		
Crittenden	1.08	McCreary	1.20		
Cumberland	4.78	McLean	.59		
Daviess	4.61	Meade	12.48		
Edmonson	1.85	Menifee	2.06		
Elliott	.06	Mercer	4.86		
Estill	.14	Metcalfe	2.85		
Fayette	15.49	Monroe	3.30		
Fleming	1.89	Montgomery	4.47		
Floyd	.99	Morgan	.99		
Franklin	8.34	Muhlenberg	4.44		
Fulton	18.99	Nelson	6.49		
Gallatin	2.08	Nicholas	1.71		
Garrard	4.15	Ohio	1.21		
Grant	.43	Oldham	4.34		
Graves	4.81	Owen	2.01		
Grayson	.71	Owsley	.38		
Green	3.69	Pendleton	.67		
Greenup	.89	Perry	2.06		
Hancock	1.68	Pike	.73		
Hardin	14.93	Powell	.96		
Harlan	3.60	Pulaski	1.65		
Harrison	3.32	Robertson	.19		
Hart	7.45	Rockcastle	.29		
Henderson	7.64	Rowan	2.33		
Henry	4.43	Russell	.75		

APPENDIX B

Kentucky Non-White Professional Certified Staff and Students

District	1990-91 Staff Percent	1990-91 Student Percent	1989-90 Staff Percent	1989-90 Student Percent	1988-89 Staff Percent	1988-89 Student Percent
Adair Co.	1.0	2.7	1.1	2.9	1.1	2.9
Allen Co.	0.0	1.5	0.0	1.5	0.7	1.4
Anchorage Ind.	8.1	7.2	2.9	2.6	3.1	4.0
Anderson Co.	1.8	3.2	1.8	3.8	1.7	3.5
Ashland Ind.	1.2	5.2	1.3	5.2	1.3	5.0
Augusta Ind.	0.0	1.0	0.0	1.4	0.0	2.1
Ballard Co.	0.0	4.4	0.0	4.2	0.0	4.2
Barbourville Ind.	0.0	3.5	0.0	3.3	0.0	2.7
Bardstown Ind.	3.8	25.6	4.8	24.7	3.7	23.4
Barren Co.	0.9	1.8	1.0	1.5	1.0	1.7
Bath Co.	0.8	3.2	0.8	3.6	0.8	3.2
Beechwood Ind.	0.0	1.3	0.0	0.6	0.0	0.6
Bell Co.	0.0	0.1	0.0	0.3	0.0	0.1
Bellevue Ind.	1.6	0.5	1.6	0.8	1.5	0.4
Berea Ind.	0.0	6.3	0.0	5.3	0.0	4.3
Boone Co.	0.2	1.7	0.3	1.5	0.4	1.4
Bourbon Co.	0.6	4.0	0.6	4.1	0.6	4.7
Bowling Green Ind.	12.6	23.5	13.0	23.3	13.0	22.5
Boyd Co.	0.0	0.7	0.0	0.7	0.0	0.6
Boyle Co.	0.0	1.7	0.0	1.4	0.0	1.4
Bracken Co.	0.0	1.1	0.0	0.4	0.0	0.4
Breathitt Co.	0.0	0.1	0.0	0.1	0.0	0.1
Breckinridge Co.	1.7	5.6	1.8	5.9	1.8	6.5
Bullitt Co.	1.0	0.8	1.0	0.6	0.8	0.6
Burgin Ind.	0.0	4.1	0.0	4.7	0.0	4.3
Butler Co.	0.0	1.3	0.0	1.0	0.7	0.7
Caldwell Co.	1.9	8.4	2.0	7.7	2.0	7.7
Calloway Co.	0.0	2.3	0.0	1.9	0.0	1.4
Campbell Co.	0.0	0.2	0.0	0.3	0.0	0.2
Campbellsville Ind.	4.1	13.1	4.2	13.1	4.3	14.2
Carlisle Co.	1.6	1.3	1.6	1.3	1.6	1.1
Carroll Co.	1.6	2.9	0.8	2.9	1.6	2.2
Carter Co.	0.0	0.1	0.0	0.3	0.0	0.1
Casey Co.	0.0	0.5	0.0	0.6	0.0	0.5
Caverna Ind.	2.6	14.1	1.3	15.5	1.4	14.1
Christian Co.	8.7	35.4	9.3	34.8	9.3	34.6
Clark Co.	2.9	6.5	3.0	6.6	3.4	7.3
Clay Co.	1.2	1.8	1.2	1.6	1.5	1.7
Clinton Co.	0.8	0.1	0.8	0.0	0.8	0.0
Cloverport Ind.	0.0	1.9	0.0	1.0	0.0	1.2
Corbin Ind.	0.0	0.2	0.0	0.1	0.0	0.3
Covington Ind.	3.4	15.5	4.0	15.0	4.4	15.0
Crittenden Co.	0.0	1.1	0.0	1.3	0.0	0.8
Cumberland Co.	3.2	4.1	3.4	4.4	3.4	4.4
Danville Ind.	6.3	25.7	6.1	25.5	6.2	26.1
Daviess Co.	0.9	2.2	0.9	2.6	0.9	2.3
Dawson Springs Ind.	0.0	1.3	0.0	1.0	0.0	0.5
Dayton Ind.	0.0	0.6	0.0	0.4	2.2	0.4
East Bernstadt Ind.	0.0	2.3	0.0	3.0	0.0	2.8
Edmonson Co.	0.0	0.5	0.0	0.7	0.0	0.4
Elizabethtown Ind.	6.1	16.1	6.1	15.6	6.1	13.5

Kentucky Non-White Professional Certified Staff and Students (continued)

District	1990-91 Staff Percent	1990-91 Student Percent	1989-90 Staff Percent	1989-90 Student Percent	1988-89 Staff Percent	1988-89 Student Percent
Elliott Co.	0.0	0.0	0.0	0.1	0.0	0.1
Eminence Ind.	4.8	15.2	5.1	15.3	7.7	15.7
Erlanger-Elsmere Ind.	3.7	4.9	4.4	4.9	5.6	4.4
Estill Co.	0.5	0.1	0.0	0.2	0.0	0.2
Fairview Ind.	0.0	0.4	0.0	0.7	0.0	0.4
Fayette Co.	10.6	24.5	10.4	24.4	10.6	23.9
Fleming Co.	0.0	2.0	0.0	2.1	0.0	2.1
Floyd Co.	0.0	0.6	0.0	0.8	0.4	0.8
Frankfort Ind.	4.3	22.9	2.9	22.9	2.9	21.9
Franklin Co.	1.4	7.5	1.7	7.6	2.5	7.4
Ft. Thomas Ind.	0.0	0.9	0.0	0.9	0.0	0.6
Fulton Co.	7.4	31.7	5.8	31.6	5.7	31.0
Fulton Ind.	6.4	30.6	6.4	28.8	6.5	25.7
Gallatin Co.	0.0	1.8	0.0	1.7	0.0	1.8
Garrard Co.	1.5	5.0	0.8	5.2	0.8	5.7
Glasgow Ind.	1.9	12.2	2.5	12.5	1.9	11.5
Grant Co.	0.0	0.6	0.0	0.5	0.0	0.3
Graves Co.	0.0	1.0	0.0	1.0	0.0	1.1
Grayson Co.	0.0	0.7	0.0	0.6	0.0	0.9
Green Co.	2.4	4.7	2.5	4.9	4.1	4.3
Greenup Co.	0.4	0.9	0.4	0.8	0.4	0.7
Hancock Co.	0.0	2.1	0.0	2.1	0.0	1.8
Hardin Co.	3.3	14.2	3.5	14.2	3.6	14.0
Harlan Co.	1.4	3.5	1.4	3.6	1.6	3.5
Harlan Ind.	2.3	8.8	1.2	9.8	1.2	9.9
Harrison Co.	1.0	3.7	0.5	3.6	0.5	3.8
Harrodsburg Ind.	2.8	16.1	2.8	17.0	2.7	16.9
Hart Co.	1.2	7.0	0.6	6.2	1.2	6.6
Hazard Ind.	1.1	10.2	0.0	10.5	0.0	9.8
Henderson Co.	2.2	9.4	2.2	9.4	2.5	9.3
Henry Co.	2.2	1.9	1.5	1.7	0.8	2.1
Hickman Co.	0.0	12.4	0.0	12.0	0.0	12.2
Hopkins Co.	4.8	10.3	4.7	9.9	4.6	9.7
Jackson Co.	0.0	0.0	0.0	0.1	0.0	0.2
Jackson Ind.	0.0	0.3	0.0	0.0	0.0	0.0
Jefferson Co.	16.3	32.2	16.2	31.3	16.2	31.2
Jenkins Ind.	1.6	4.3	1.6	4.4	3.3	4.7
Jessamine Co.	0.8	3.8	0.8	4.1	1.1	3.8
Johnson Co.	0.0	0.2	0.0	0.2	0.0	0.2
Kenton Co.	0.0	1.2	0.0	1.1	0.0	1.1
Knott Co.	0.0	1.0	0.0	1.1	0.0	1.1
Knox Co.	0.9	0.5	0.9	0.7	0.9	1.0
LaRue Co.	0.7	5.4	0.7	5.6	0.7	5.2
Laurel Co.	1.0	1.1	0.8	0.9	1.0	1.1
Lawrence Co.	0.0	0.5	0.0	0.4	0.0	0.7
Lee Co.	0.0	0.5	0.0	0.3	0.0	0.4
Leslie Co.	0.0	0.2	0.0	0.2	0.0	0.2
Letcher Co.	0.0	0.3	1.9	0.4	2.5	0.4
Lewis Co.	0.0	0.3	0.0	0.3	0.0	0.2
Lincoln Co.	1.2	2.9	1.2	2.7	1.2	2.9
Livingston Co.	0.0	0.1	0.0	0.1	0.0	0.1
Logan Co.	2.9	6.4	3.0	6.2	3.1	6.2
Ludlow Ind.	0.0	0.0	0.0	0.0	0.0	0.0
Lyon Co.	0.0	3.9	0.0	4.2	0.0	4.3
Madison Co.	1.5	7.4	1.6	5.5	2.0	5.7
Magoffin Co.	0.0	0.0	0.0	0.0	0.0	0.0

Kentucky Non-White Professional Certified Staff and Students (continued)

District	1990-91 Staff Percent	1990-91 Student Percent	1989-90 Staff Percent	1989-90 Student Percent	1988-89 Staff Percent	1988-89 Student Percent
Marion Co.	3.4	10.0	4.0	9.8	3.5	10.9
Marshall Co.	0.0	0.2	0.0	0.2	0.0	0.1
Martin Co.	1.1	0.1	0.5	0.1	0.5	0.2
Mason Co.	2.5	11.2	1.4	4.7	1.4	4.6
Mayfield Ind.	1.9	21.7	1.9	21.5	1.9	21.7
Maysville Ind.	n/a	n/a	5.3	36.5	5.4	33.6
McCracken Co.	1.5	2.8	1.3	2.9	1.3	2.8
McCreary Co.	0.0	0.0	0.0	0.0	0.0	0.1
McLean Co.	0.0	0.8	0.0	0.8	0.0	0.7
Meade Co.	2.1	4.3	1.9	3.7	1.9	3.9
Menifee Co.	0.0	0.3	0.0	0.7	0.0	0.6
Mercer Co.	1.5	1.0	1.5	0.8	1.6	0.5
Metcalfe Co.	1.6	1.9	1.6	2.3	0.8	2.5
Middlesboro Ind.	2.1	6.1	2.8	7.1	2.0	7.0
Monroe Co.	1.2	4.0	1.2	4.1	1.3	3.8
Montgomery Co.	1.1	4.4	1.1	4.3	1.9	4.3
Monticello Ind.	1.8	3.7	1.9	3.4	2.0	2.7
Morgan Co.	0.0	0.6	0.0	0.5	0.0	0.6
Muhlenberg Co.	1.5	5.5	1.6	5.0	1.8	5.1
Murray Ind.	2.0	10.9	2.0	12.3	2.0	11.9
Nelson Co.	2.4	3.0	2.9	3.2	2.9	3.3
Newport Ind.	3.7	7.0	3.7	6.0	4.0	5.3
Nicholas Co.	1.2	1.8	1.3	1.7	1.3	1.6
Ohio Co.	0.0	1.2	0.0	1.3	0.0	1.6
Oldham Co.	0.7	3.3	0.9	3.7	1.0	3.7
Owen Co.	1.7	1.9	1.7	1.7	0.9	1.6
Owensboro Ind.	3.3	18.0	4.2	16.8	4.5	17.5
Owsley Co.	0.0	0.2	0.0	0.2	0.0	0.1
Paducah Ind.	9.5	41.6	10.7	40.4	11.2	39.3
Paintsville Ind.	0.0	2.5	0.0	2.5	0.0	1.8
Paris Ind.	3.3	25.5	3.3	26.7	3.3	25.7
Pendleton Co.	0.0	0.7	0.0	0.6	0.0	0.5
Perry Co.	0.0	0.4	0.0	0.5	0.3	0.8
Pike Co.	0.3	0.3	0.2	0.3	0.2	0.2
Pikeville Ind.	1.0	4.4	2.1	5.0	2.2	4.3
Pineville Ind.	0.0	3.4	0.0	3.2	0.0	3.8
Powell Co.	0.0	0.4	0.0	0.4	0.0	0.5
Providence Ind.	4.4	26.0	4.8	26.9	4.8	7.8
Pulaski Co.	0.7	0.6	0.5	0.7	0.5	0.5
Raceland Ind.	0.0	0.8	0.0	0.7	0.0	0.5
Robertson Co.	0.0	0.5	0.0	0.3	0.0	0.3
Rockcastle Co.	0.0	0.3	0.0	0.2	0.0	0.3
Rowan Co.	0.0	1.5	0.0	1.7	0.0	1.4
Russell Co.	0.0	1.2	0.0	1.0	0.0	1.1
Russell Ind.	0.0	1.6	0.0	1.7	0.0	1.3
Russellville Ind.	3.6	23.1	4.5	24.7	4.6	22.6
Science Hill Ind.	0.0	0.0	0.0	0.0	0.0	0.0
Scott Co.	2.6	8.3	2.4	8.5	2.8	7.8
Shelby Co.	3.8	11.6	4.0	11.9	4.0	11.2
Silver Grove Ind.	0.0	0.0	0.0	0.0	0.0	0.0
Simpson Co.	3.6	15.2	5.7	14.6	5.9	14.6
Somerset Ind.	0.8	7.3	0.8	6.6	0.8	6.1
Southgate Ind.	0.0	0.0	0.0	0.0	0.0	0.0
Spencer Co.	0.0	0.6	0.0	1.1	0.0	1.1
Taylor Co.	1.3	2.0	1.3	2.1	1.3	2.1

Kentucky Non-White Professional Certified Staff and Students (continued)

District	1990-91		1989-90		1988-89	
	Staff Percent	Student Percent	Staff Percent	Student Percent	Staff Percent	Student Percent
Todd Co.	1.5	14.8	1.6	15.5	1.5	16.7
Trigg Co.	3.2	16.3	3.2	17.0	3.3	16.1
Trimble Co.	0.0	0.2	0.0	0.3	0.0	0.2
Union Co.	1.5	11.9	1.5	11.8	1.5	11.3
Walton Verona Ind.	0.0	1.0	0.0	0.6	0.0	1.2
Warren Co.	4.3	7.6	4.2	8.1	4.3	7.9
Washington Co.	0.8	12.9	0.8	13.0	0.8	12.9
Wayne Co.	1.1	1.8	1.1	2.0	1.1	1.9
Webster Co.	0.7	1.6	0.7	2.0	1.4	1.7
West Point Ind.	0.0	1.1	0.0	2.1	5.0	4.4
Whitley Co.	0.0	0.0	0.0	0.1	0.0	0.0
Williamsburg Ind.	0.0	2.0	0.0	1.3	0.0	1.4
Williamstown Ind.	0.0	0.0	0.0	0.0	0.0	0.0
Wolfe Co.	0.0	0.4	0.0	0.1	0.0	0.0
Woodford Co.	2.0	7.9	2.5	8.1	2.6	8.0
State	**4.1**	**10.2**	**4.2**	**10.0**	**4.3**	**9.9**

APPENDIX C

1990-91 Kentucky Professional Certified Staff and Students

District	Staff			Students		
	White	Non-White	Total	White	Non-White	Total
Adair Co.	199	2	201	2,502	70	2,572
Allen Co.	166	0	166	2,619	40	2,659
Anchorage Ind.	34	3	37	373	29	402
Anderson Co.	167	3	170	2,659	89	2,748
Ashland Ind.	240	3	243	3,494	193	3,687
Augusta Ind.	24	0	24	284	3	287
Ballard Co.	125	0	125	1,378	64	1,442
Barbourville Ind.	41	0	41	549	20	569
Bardstown Ind.	100	4	104	1,127	387	1,514
Barren Co.	213	2	215	3,105	56	3,161
Bath Co.	128	1	129	1,734	58	1,792
Beechwood Ind.	59	0	59	840	11	851
Bell Co.	284	0	284	3,890	5	3,895
Bellevue Ind.	62	1	63	942	5	947
Berea Ind.	77	0	77	831	56	887
Boone Co.	614	1	615	9,747	164	9,911
Bourbon Co.	179	1	180	2,559	108	2,667
Bowling Green Ind.	221	32	253	2,673	822	3,495
Boyd Co.	282	0	282	4,207	31	4,238
Boyle Co.	181	0	181	2,434	41	2,475
Bracken Co.	74	0	74	1,118	12	1,130
Breathitt Co.	202	0	202	2,945	4	2,949
Breckinridge Co.	172	3	175	2,453	145	2,598
Bullitt Co.	589	6	595	9,749	82	9,831
Burgin Ind.	35	0	35	395	17	412
Butler Co.	150	0	150	2,209	29	2,238
Caldwell Co.	151	3	154	1,985	181	2,166
Calloway Co.	205	0	205	2,886	69	2,955
Campbell Co.	272	0	272	4,237	10	4,247
Campbellsville Ind.	93	4	97	1,276	193	1,469
Carlisle Co.	61	1	62	850	11	861
Carroll Co.	122	2	124	1,790	53	1,843
Carter Co.	364	0	364	4,958	6	4,964
Casey Co.	200	0	200	2,578	13	2,591
Caverna Ind.	76	2	78	914	150	1,064
Christian Co.	513	49	562	5,603	3,068	8,671
Clark Co.	334	10	344	4,970	348	5,318
Clay Co.	339	4	343	4,640	87	4,727
Clinton Co.	130	1	131	1,652	1	1,653
Cloverport Ind.	27	0	27	314	6	320
Corbin Ind.	129	0	129	2,060	4	2,064
Covington Ind.	393	14	407	4,675	855	5,530
Crittenden Co.	112	0	112	1,495	16	1,511
Cumberland Co.	91	3	94	1,135	48	1,183
Danville Ind.	134	9	143	1,400	483	1,883
Daviess Co.	582	5	587	9,025	199	9,224
Dawson Springs Ind.	48	0	48	609	8	617
Dayton Ind.	100	0	100	1,351	8	1,359
East Bernstadt Ind.	27	0	27	380	9	389
Edmonson Co.	138	0	138	1,927	9	1,936

1990-91 Kentucky Professional Certified Staff and Students (continued)

District	Staff			Students		
	White	Non-White	Total	White	Non-White	Total
Elizabethtown Ind.	124	8	132	1,611	310	1,921
Elliott Co.	101	0	101	1,324	0	1,324
Eminence Ind.	40	2	42	440	79	519
Erlanger-Elsm. Ind.	154	6	160	2,064	107	2,171
Estill Co.	206	1	207	2,839	4	2,843
Fairview Ind.	53	0	53	738	3	741
Fayette Co.	2,079	246	2,325	24,229	7,854	32,083
Fleming Co.	162	0	162	2,203	46	2,249
Floyd Co.	568	0	568	8,688	49	8,737
Frankfort Ind.	67	3	70	641	190	831
Franklin Co.	409	6	415	5,759	469	6,228
Ft. Thomas Ind.	155	0	155	2,185	20	2,205
Fulton Co.	63	5	68	589	274	863
Fulton Ind.	44	3	47	428	189	617
Gallatin Co.	70	0	70	1,048	19	1,067
Garrard Co.	135	2	137	1,842	97	1,939
Glasgow Ind.	156	3	159	2,014	279	2,293
Grant Co.	186	0	186	2,726	16	2,742
Graves Co.	242	0	242	4,117	40	4,157
Grayson Co.	263	0	263	3,951	26	3,977
Green Co.	121	3	124	1,626	81	1,707
Greenup Co.	247	1	248	3,699	33	3,732
Hancock Co.	107	0	107	1,585	34	1,619
Hardin Co.	764	26	790	10,561	1,746	12,307
Harlan Co.	428	6	434	6,244	229	6,473
Harlan Ind.	86	2	88	938	90	1,028
Harrison Co.	204	2	206	3,013	116	3,129
Harrodsburg Ind.	70	2	72	776	149	925
Hart Co.	166	2	168	2,137	160	2,297
Hazard Ind.	88	1	89	1,144	130	1,274
Henderson Co.	439	10	449	6,947	724	7,671
Henry Co.	132	3	135	1,891	37	1,928
Hickman Co.	68	0	68	772	109	881
Hopkins Co.	515	26	541	7,201	827	8,028
Jackson Co.	184	0	184	2,491	1	2,492
Jackson Ind.	24	0	24	323	1	324
Jefferson Co.	5,142	1,004	6,146	61,966	29,484	91,450
Jenkins Ind.	63	1	64	914	41	955
Jessamine Co.	364	3	367	5,584	220	5,804
Johnson Co.	270	0	270	4,174	8	4,182
Kenton Co.	747	0	747	11,130	130	11,260
Knott Co.	266	0	266	3,681	38	3,719
Knox Co.	327	3	330	5,128	27	5,155
LaRue Co.	143	1	144	2,053	117	2,170
Laurel Co.	517	5	522	8,091	89	8,180
Lawrence Co.	194	0	194	2,814	13	2,827
Lee Co.	99	0	99	1,533	7	1,540
Leslie Co.	197	0	197	2,935	5	2,940
Letcher Co.	352	0	352	4,920	16	4,936
Lewis Co.	183	0	183	2,690	7	2,697
Lincoln Co.	254	3	257	3,655	111	3,766
Livingston Co.	102	0	102	1,447	2	1,449
Logan Co.	200	6	206	2,821	192	3,013

1990-91 Kentucky Professional Certified Staff and Students (continued)

District	Staff			Students		
	White	Non-White	Total	White	Non-White	Total
Ludlow Ind.	63	0	63	1,037	0	1,037
Lyon Co.	64	0	64	821	33	854
Madison Co.	537	8	545	7,716	620	8,336
Magoffin Co.	214	0	214	3,051	0	3,051
Marion Co.	199	7	206	2,634	294	2,928
Marshall Co.	304	0	304	4,607	7	4,614
Martin Co.	187	2	189	3,028	3	3,031
Mason Co.	193	5	198	2,518	318	2,836
Mayfield Ind.	103	2	105	1,162	322	1,484
McCracken Co.	399	6	405	6,492	190	6,682
McCreary Co.	250	0	250	3,441	1	3,442
McLean Co.	128	0	128	1,748	14	1,762
Meade Co.	228	5	233	3,665	163	3,828
Menifee Co.	77	0	77	979	3	982
Mercer Co.	129	2	131	2,076	21	2,097
Metcalfe Co.	122	2	124	1,587	31	1,618
Middlesboro Ind.	143	3	146	1,971	129	2,100
Monroe Co.	166	2	168	2,014	84	2,098
Montgomery Co.	274	3	277	3,590	165	3,755
Monticello Ind.	54	1	55	776	30	806
Morgan Co.	166	0	166	2,297	15	2,312
Muhlenberg Co.	405	6	411	5,486	319	5,805
Murray Ind.	97	2	99	1,182	145	1,327
Nelson Co.	241	6	247	3,716	115	3,831
Newport Ind.	235	9	244	2,772	208	2,980
Nicholas Co.	85	1	86	1,255	23	1,278
Ohio Co.	251	0	251	4,075	51	4,126
Oldham Co.	431	3	434	6,748	229	6,977
Owen Co.	118	2	120	1,811	35	1,846
Owensboro Ind.	347	12	359	3,687	809	4,496
Owsley Co.	73	0	73	997	2	999
Paducah Ind.	257	27	284	2,245	1,597	3,842
Paintsville Ind.	64	0	64	938	24	962
Paris Ind.	88	3	91	768	263	1,031
Pendleton Co.	158	0	158	2,467	17	2,484
Perry Co.	373	0	373	5,651	21	5,672
Pike Co.	915	3	918	13,601	44	13,645
Pikeville Ind.	95	1	96	1,337	61	1,398
Pineville Ind.	41	0	41	547	19	566
Powell Co.	162	0	162	2,578	11	2,589
Providence Ind.	43	2	45	455	160	615
Pulaski Co.	446	3	449	6,859	39	6,898
Raceland Ind.	62	0	62	892	7	899
Robertson Co.	28	0	28	363	2	365
Rockcastle Co.	207	0	207	2,897	8	2,905
Rowan Co.	224	0	224	3,016	46	3,062
Russell Co.	200	0	200	2,511	30	2,541
Russell Ind.	152	0	152	2,487	40	2,527
Russellville Ind.	107	4	111	1,170	352	1,522
Science Hill Ind.	18	0	18	315	0	315
Scott Co.	300	8	308	4,234	384	4,618
Shelby Co.	277	11	288	3,891	512	4,403
Silver Grove Ind.	26	0	26	267	0	267

1990-91 Kentucky Professional Certified Staff and Students (continued)

District	Staff			Students		
	White	Non-White	Total	White	Non-White	Total
Simpson Co.	190	7	197	2,392	430	2,822
Somerset Ind.	131	1	132	1,668	132	1,800
Southgate Ind.	18	0	18	215	0	215
Spencer Co.	98	0	98	1,365	8	1,373
Taylor Co.	151	2	153	2,292	46	2,338
Todd Co.	132	2	134	1,647	287	1,934
Trigg Co.	121	4	125	1,476	288	1,764
Trimble Co.	76	0	76	1,165	2	1,167
Union Co.	191	3	194	2,631	354	2,985
Walton Verona Ind.	61	0	61	926	9	935
Warren Co.	599	27	626	8,893	728	9,621
Washington Co.	117	1	118	1,528	227	1,755
Wayne Co.	188	2	190	2,656	49	2,705
Webster Co.	144	1	145	2,083	34	2,117
West Point Ind.	19	0	19	267	3	270
Whitley Co.	250	0	250	3,998	1	3,999
Williamsburg Ind.	67	0	67	946	19	965
Williamstown Ind.	46	0	46	589	0	589
Wolfe Co.	111	0	111	1,421	5	1,426
Woodford Co.	240	5	245	3,315	285	3,600
State	**41,075**	**1,770**	**42,845**	**565,747**	**64,344**	**630,091**

APPENDIX D

1990-91 Kentucky Non-White Professional Certified Staff

District	Percent	District	Percent	District	Percent
Jefferson Co.	16.3	Carlisle Co.	1.6	Berea Ind.	0.0
Bowling Green Ind.	12.6	Carroll Co.	1.6	Boyd Co.	0.0
Fayette Co.	10.6	Jenkins Ind.	1.6	Boyle Co.	0.0
Paducah Ind.	9.5	Metcalfe Co.	1.6	Bracken Co.	0.0
Christian Co.	8.7	Garrard Co.	1.5	Breathitt Co.	0.0
Anchorage Ind.	8.1	Madison Co.	1.5	Burgin Ind.	0.0
Fulton Co.	7.4	McCracken Co.	1.5	Butler Co.	0.0
Fulton Ind.	6.4	Mercer Co.	1.5	Calloway Co.	0.0
Danville Ind.	6.3	Muhlenberg Co.	1.5	Campbell Co.	0.0
Elizabethtown Ind.	6.1	Todd Co.	1.5	Carter Co.	0.0
Eminence Ind.	4.8	Union Co.	1.5	Casey Co.	0.0
Hopkins Co.	4.8	Franklin Co.	1.4	Cloverport Ind.	0.0
Providence Ind.	4.4	Harlan Co.	1.4	Corbin Ind.	0.0
Frankfort Ind.	4.3	Taylor Co.	1.3	Crittenden Co.	0.0
Warren Co.	4.3	Ashland Ind.	1.2	Dawson Springs Ind.	0.0
Campbellsville Ind.	4.1	Clay Co.	1.2	Dayton Ind.	0.0
Bardstown Ind.	3.8	Hart Co.	1.2	East Bernstadt Ind.	0.0
Shelby Co.	3.8	Lincoln Co.	1.2	Edmonson Co.	0.0
Erlanger-Elsm. Ind.	3.7	Monroe Co.	1.2	Elliott Co.	0.0
Newport Ind.	3.7	Nicholas Co.	1.2	Fairview Ind.	0.0
Russellville Ind.	3.6	Hazard Ind.	1.1	Fleming Co.	0.0
Simpson Co.	3.6	Martin Co.	1.1	Floyd Co.	0.0
Covington Ind.	3.4	Montgomery Co.	1.1	Ft. Thomas Ind.	0.0
Marion Co.	3.4	Wayne Co.	1.1	Gallatin Co.	0.0
Hardin Co.	3.3	Adair Co.	1.0	Grant Co.	0.0
Owensboro Ind.	3.3	Bullitt Co.	1.0	Graves Co.	0.0
Paris Ind.	3.3	Harrison Co.	1.0	Grayson Co.	0.0
Cumberland Co.	3.2	Laurel Co.	1.0	Hancock Co.	0.0
Trigg Co.	3.2	Pikeville Ind.	1.0	Hickman Co.	0.0
Clark Co.	2.9	Barren Co.	0.9	Jackson Co.	0.0
Logan Co.	2.9	Daviess Co.	0.9	Jackson Ind.	0.0
Harrodsburg Ind.	2.8	Knox Co.	0.9	Johnson Co.	0.0
Caverna Ind.	2.6	Bath Co.	0.8	Kenton Co.	0.0
Scott Co.	2.6	Clinton Ind.	0.8	Knott Co.	0.0
Mason Co.	2.5	Jessamine Co.	0.8	Lawrence Co.	0.0
Green Co.	2.4	Somerset Ind.	0.8	Lee Co.	0.0
Nelson Co.	2.4	Washington Co.	0.8	Leslie Co.	0.0
Harlan Ind.	2.3	LaRue Co.	0.7	Letcher Co.	0.0
Henderson Co.	2.2	Oldham Co.	0.7	Lewis Co.	0.0
Henry Co.	2.2	Pulaski Co.	0.7	Livingston Co.	0.0
Meade Co.	2.1	Webster Co.	0.7	Ludlow Ind.	0.0
Middlesboro Ind.	2.1	Bourbon Co.	0.6	Lyon Co.	0.0
Murray Ind.	2.0	Estill Co.	0.5	Magoffin Co.	0.0
Woodford Co.	2.0	Greenup Co.	0.4	Marshall Co.	0.0
Caldwell Co.	1.9	Pike Co.	0.3	McCreary Co.	0.0
Glasgow Ind.	1.9	Boone Co.	0.2	McLean Co.	0.0
Mayfield Ind.	1.9	Allen Co.	0.0	Menifee Co.	0.0
Anderson Co.	1.8	Augusta Ind.	0.0	Morgan Co.	0.0
Monticello Ind.	1.8	Ballard Co.	0.0	Ohio Co.	0.0
Breckinridge Co.	1.7	Barbourville Ind.	0.0	Owsley Co.	0.0
Owen Co.	1.7	Beechwood Ind.	0.0	Paintsville Ind.	0.0
Bellevue Ind.	1.6	Bell Co.	0.0	Pendleton Co.	0.0

1990-91 Kentucky Non-White Professional Certified Staff (continued)

District	Percent
Perry Co.	0.0
Pineville Ind.	0.0
Powell Co.	0.0
Raceland Ind.	0.0
Robertson Co.	0.0
Rockcastle Co.	0.0
Rowan Co.	0.0
Russell Co.	0.0
Russell Ind.	0.0
Science Hill Ind.	0.0
Silver Grove Ind.	0.0
Southgate Ind.	0.0
Spencer Co.	0.0
Trimble Co.	0.0
Walton Verona Ind.	0.0
West Point Ind.	0.0
Whitley Co.	0.0
Williamsburg Ind.	0.0
Williamstown Ind.	0.0
Wolfe Co.	0.0

APPENDIX E

1990-91 Kentucky Non-White Students

District	Percent	District	Percent	District	Percent
Paducah Ind.	41.6	Muhlenberg Co.	5.5	Rowan Co.	1.5
Christian Co.	35.4	LaRue Co.	5.4	Beechwood Ind.	1.3
Jefferson Co.	32.2	Ashland Ind.	5.2	Butler Co.	1.3
Fulton Co.	31.7	Garrard Co.	5.0	Carlisle Co.	1.3
Fulton Ind.	30.6	Erlanger-Elsm. Ind.	4.9	Dawson Springs Ind.	1.3
Providence Ind.	26.0	Green Co.	4.7	Kenton Co.	1.2
Danville Ind.	25.7	Ballard Co.	4.4	Ohio Co.	1.2
Bardstown Ind.	25.6	Montgomery Co.	4.4	Russell Co.	1.2
Paris Ind.	25.5	Pikeville Ind.	4.4	Bracken Co.	1.1
Fayette Co.	24.5	Jenkins Ind.	4.3	Crittenden Co.	1.1
Bowling Green Ind.	23.5	Meade Co.	4.3	Laurel Co.	1.1
Russellville Ind.	23.1	Burgin Ind.	4.1	West Point Ind.	1.1
Frankfort Ind.	22.9	Cumberland Co.	4.1	Augusta Ind.	1.0
Mayfield Ind.	21.7	Bourbon Co.	4.0	Graves Co.	1.0
Owensboro Ind.	18.0	Monroe Co.	4.0	Knott Co.	1.0
Trigg Co.	16.3	Lyon Co.	3.9	Mercer Co.	1.0
Elizabethtown Ind.	16.1	Jessamine Co.	3.8	Walton Verona Ind.	1.0
Harrodsburg Ind.	16.1	Harrison Co.	3.7	Ft. Thomas Ind.	0.9
Covington Ind.	15.5	Monticello Ind.	3.7	Greenup Co.	0.9
Eminence Ind.	15.2	Barbourville Ind.	3.5	Bullitt Co.	0.8
Simpson Co.	15.2	Harlan Co.	3.5	McLean Co.	0.8
Todd Co.	14.8	Pineville Ind.	3.4	Raceland Ind.	0.8
Hardin Co.	14.2	Oldham Co.	3.3	Boyd Co.	0.7
Caverna Ind.	14.1	Anderson Co.	3.2	Grayson Co.	0.7
Campbellsville Ind.	13.1	Bath Co.	3.2	Pendleton Co.	0.7
Washington Co.	12.9	Nelson Co.	3.0	Dayton Ind.	0.6
Hickman Co.	12.4	Carroll Co.	2.9	Floyd Co.	0.6
Glasgow Ind.	12.2	Lincoln Co.	2.9	Grant Co.	0.6
Union Co.	11.9	McCracken Co.	2.8	Morgan Co.	0.6
Shelby Co.	11.6	Adair Co.	2.7	Pulaski Co.	0.6
Mason Co.	11.2	Paintsville Ind.	2.5	Spencer Co.	0.6
Murray Ind.	10.9	Calloway Co.	2.3	Bellevue Ind.	0.5
Hopkins Co.	10.3	East Bernstadt Ind.	2.3	Casey Co.	0.5
Hazard Ind.	10.2	Daviess Co.	2.2	Edmonson Co.	0.5
Marion Co.	10.0	Hancock Co.	2.1	Knox Co.	0.5
Henderson Co.	9.4	Fleming Co.	2.0	Lawrence Co.	0.5
Harlan Ind.	8.8	Taylor Co.	2.0	Lee Co.	0.5
Caldwell Co.	8.4	Williamsburg Ind.	2.0	Robertson Co.	0.5
Scott Co.	8.3	Cloverport Ind.	1.9	Fairview Ind.	0.4
Woodford Co.	7.9	Henry Co.	1.9	Perry Co.	0.4
Warren Co.	7.6	Metcalfe Co.	1.9	Powell Co.	0.4
Franklin Co.	7.5	Owen Co.	1.9	Wolfe Co.	0.4
Madison Co.	7.4	Barren Co.	1.8	Jackson Ind.	0.3
Somerset Ind.	7.3	Clay Co.	1.8	Letcher Co.	0.3
Anchorage Ind.	7.2	Gallatin Co.	1.8	Lewis Co.	0.3
Hart Co.	7.0	Nicholas Co.	1.8	Menifee Co.	0.3
Newport Ind.	7.0	Wayne Co.	1.8	Pike Co.	0.3
Clark Co.	6.5	Boone Co.	1.7	Rockcastle Co.	0.3
Logan Co.	6.4	Boyle Co.	1.7	Campbell Co.	0.2
Berea Ind.	6.3	Russell Ind.	1.6	Corbin Ind.	0.2
Middlesboro Ind.	6.1	Webster Co.	1.6	Johnson Co.	0.2
Breckinridge Co.	5.6	Allen Co.	1.5	Leslie Co.	0.2

1990-91 Kentucky Non-White Students (continued)

District	Percent
Marshall Co.	0.2
Owsley Co.	0.2
Trimble Co.	0.2
Bell Co.	0.1
Breathitt Co.	0.1
Carter Co.	0.1
Clinton Co.	0.1
Estill Co.	0.1
Livingston Co.	0.1
Martin Co.	0.1
Elliott Co.	0.0
Jackson Co.	0.0
Ludlow Co.	0.0
Magoffin Co.	0.0
McCreary Co.	0.0
Science Hill Ind.	0.0
Silver Grove Ind.	0.0
Southgate Ind.	0.0
Whitley Co.	0.0
Williamstown Ind.	0.0

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